

I. VACANCY LIST

[illegible]

KGWN/KSTF/ KNEP
EEO PUBLIC FILE REPORT
June 1, 2021-May 31, 2022

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	University of Wyoming-Handshake https://app.joinhandshake.com/emp COJO Department Ross Hall#223/Dept.#3904 1000 E. University Ave Laramie, WY 82071 cojoofc@uwyo.edu	N	
2	Colorado Media School 404 S. Upham Street Lakewood, CO 80226 Debbie Bryd dbryd@BeOnAir.com 303-479-4908	N	2
3	Wyoming Association of Broadcasting PO Box 1387 Cheyenne, WY 82003 careerpage.org	N	
4	UNC-University of Northern Colorado-Handshake https://app.joinhandshake.com/emp career.services@unco.edu 970-351-2140	N	
5	CSU-Colorado State University-Handshake https://app.joinhandshake.com/emp	N	
6	Colorado State University https://app.joinhandshake.com/emp Hannah Copeland KCSU Radio and CTV Advisor 970-491-6643 hannah.copeland@colostate.edu	N	
7	Gray Careers page https://gray.tv/careers	N	13

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Indeed.com	N	19
9	Wyoming Workforce Services Denise Rodriguez 307-777-8712 denise.rodriguez@wyo.gov	N	
10	LCCC Career Services Adam Keizer akeizer@lccc.wy.edu 307-778-1351	N	
11	Employee Referral		1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			35

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	EEO Training	<p>May-June, 2021, our Office Manager, Production Manager, News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gender language, race, class and ability, how to apologize effectively.</p> <p>February 17, 2022 the Office Manager participated in the FCC’s Equal Employment Opportunity Rules Training provided by Wiley Rein, LLP.</p>
2	Broadcast Scholarship Programs	<p>In January and February of 2022 KGWN/KST/KNEP participated in the Nebraska Broadcasters Association Foundation scholarship program. Participation included a financial contribution and judging of the applications.</p> <p>In May of 2022 KGWN/KNEP/KSTF participated in the Wyoming Association of Broadcasters Scholarship program. Participation included monetary contribution, and deciding the winners.</p>
3	Job Fairs	<p>KGWN/KSTF/KNEP participated in the Nebraska Broadcasters Association Virtual Job Fair the week of July 12, 2021, October 11,</p>

	<p>2021, January 17, 2022, and April 11 2022</p> <p>KGWN/KSTF/KNEP participated in the Wyoming Association of Broadcasters Virtual Job Fair the week of June 14, 2021 and December 13, 2021.</p> <p>On April 26, 2022 our Production Manager Participated in a Job Fair are Laramie County Community College</p>
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